



Boosted Diplomas

ANNUAL REPORT

2022/2023 School Year



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Boosted Diplomas

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A WORD FROM THE EXECUTIVE DIRECTOR

As the Executive Director of Boosted Diplomas, it has been my privilege to take on this transformative journey since assuming the role in 2021. During my time supporting Boosted Diplomas since co-founding the organization in 2019, I have witnessed firsthand the profound impact our programs have had on the lives of at-risk youth within our community and I'm beyond grateful to hold this position.

My role is multifaceted, encompassing strategic leadership, program development, and fostering key partnerships to ensure the success of our mission. The heart of my responsibilities lies in steering Boosted Diplomas towards a trajectory of sustained growth and positive outcomes for the students we serve.

Since stepping into this role, I've had the privilege of witnessing the exponential growth of Boosted Diplomas, both in terms of the number of students we support and the depth of our impact. It is truly heartening to see the commitment of our dedicated staff, the unwavering support from our community, and the tangible transformations in the lives of our students.

Looking ahead, I am enthusiastic about the continued growth and evolution of Boosted Diplomas in Washoe County and Nevada as a whole. Our commitment to data-driven assessments, adaptive programming, and a student-centric approach positions us to unlock even greater potential within each student we serve. Together with our supporters, we are laying the foundation for a brighter future for the youth we support.

Thank you for being an integral part of this remarkable journey. Your belief in our mission fuels our drive to make a lasting difference.



With Sincere Gratitude,

A handwritten signature in black ink, appearing to read 'Cooper Richardson', written over a light blue background.

COOPER RICHARDSON
EXECUTIVE DIRECTOR
& CO-FOUNDER

ANNUAL REPORT: 2022/2023 SCHOOL YEAR

Year Overview & Organizational Goals

As we reflect on the past year at Boosted Diplomas, we are delighted to present an overview of our organization's growth and accomplishments. In the preceding year, Boosted Diplomas achieved a new record in number of supported youth, a testament to the dedication of our team and the continued backing from our valued supporters. We are thrilled to introduce two innovative services, successfully piloted and seamlessly integrated into our core programming. And we are of course incredibly grateful to be able to share the wonderful educational impacts that our programs have made on each youth which extend into many other facets of their lives.

As we continue to grow not only Boosted Diplomas' outreach in the community, but the number of youths served in our programs, we continue to hold true to our primary mission and goals:

Mission

Ensure that every foster and educationally at-risk youth in our community has the tools and resources available to them to succeed educationally, graduate with a diploma in-hand, and become a productive member of our community.

Goals

Through program services, Boosted Diplomas aims to...

1. Increase graduation rates of foster and educationally at-risk youth
2. Increase confidence in youths' educational and personal abilities
3. Increase youths' understanding and mastery of their academic content
4. Increase youth employment and enrollment in higher education

Students Served

During the 22/23 school year, Boosted Diplomas **served 118** foster and educationally at-risk youth primarily in the Reno/Sparks area - a 55% increase from the previous school year. Of these youth, 97 have experienced foster care, while 21 were deemed educationally at-risk. Boosted admin admitted **73 new students** to the program with **47 returning students**. Twenty (20) students exited program services this school year; the reasonings for these are as follows:

- Graduated high school or received equivalency HiSET/GED: **6**
- Graduated College & Career Coaching Services: **3**
- Had a placement change outside of our service area: **2**
- Non-compliant or run-away status: **7**

Since 2021, Boosted Diplomas began expanding services to not only high school youth, but also introduced elementary and middle school tutoring support to proactively prevent educational hardships of foster and educationally at-risk youth from a younger age. This pursuit of building a stronger educational foundation is seen in the breakdown of the 22/23 school year program population shown below.

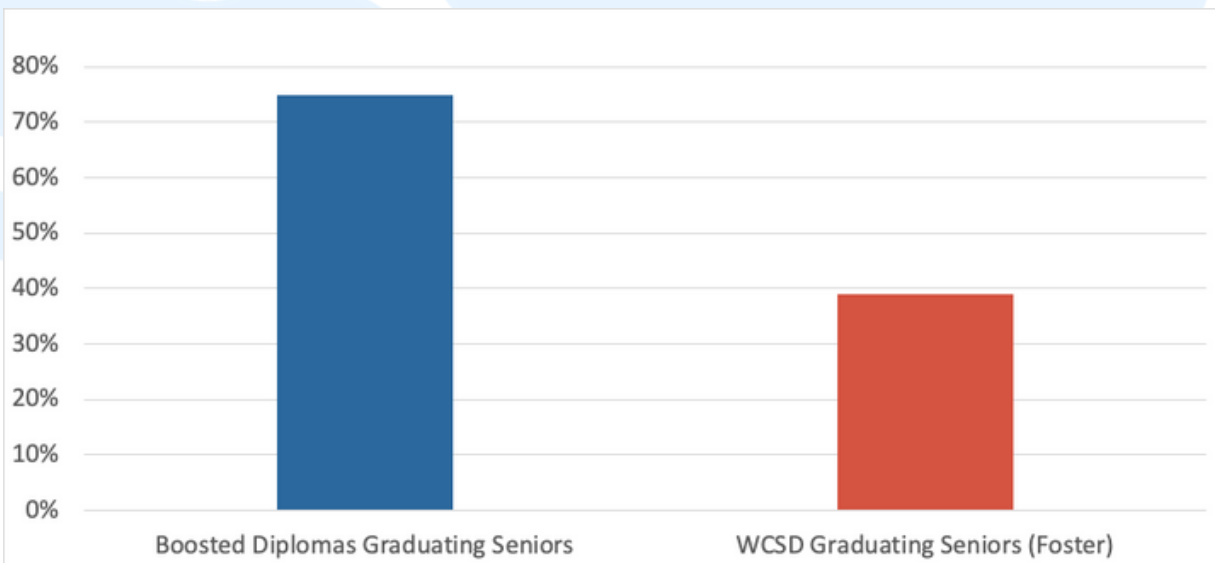
Additionally, Boosted Diplomas completed their first non-piloted year of college and career coaching for post high school youth with the purpose of ensuring that each previously supported youth would have the supports needed to carry on post high school to become a productive member of our community. Of the 120 youth that Boosted Diplomas served, the school level breakdown is detailed below:

- Elementary School Youth: **33**
- Middle School Youth: **15**
- High School Youth: **60**
- Post High School Youth: **10**

Goal 1: Increased Graduation Rates – Outcomes

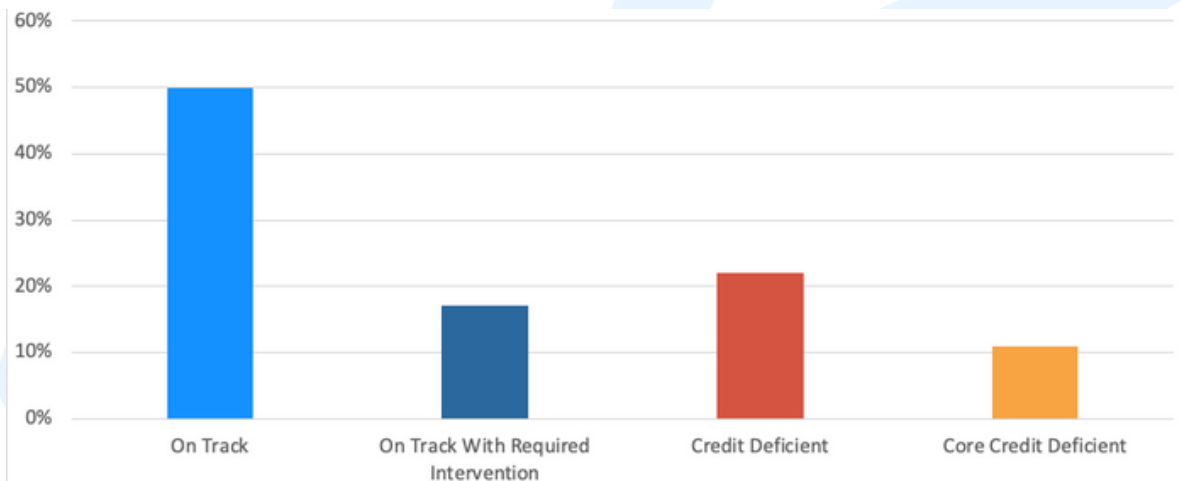
During the 2022-2023 school year, Boosted Diplomas focused on empowering seniors in our program to graduate high school. Out of the eight eligible seniors, an impressive four successfully earned their diplomas while two received their equivalency diploma (HiSET), resulting in a commendable **75% program graduation rate**. This achievement is noteworthy, especially when compared to the broader context of foster youth enrolled in the Washoe County School District, where the graduation rate for the same period was a challenging 39.1%. It is also important to note that one of the two seniors who did not graduate is still being supported and is currently pursuing their HiSET.

Figure 1. Graduation rates of foster youth during the 22/23 school year



To ensure our students' graduation success, Educational Advocacy services play a crucial role in tracking and facilitating their progress toward graduation, systematically eliminating obstacles in their educational path. The figure below illustrates the percentage of our high school youth on track to graduate, based on reported class grades at the conclusion of the 2022-2023 school year:

Figure 2. Percentage of High School Students on Track to Graduate



Goal 2: Increased Educational Confidence – Outcomes

Boosted Diplomas' dedication to enhancing educational confidence and a strong understanding of course material yielded promising results during the 2022-2023 school year. Our strategic initiatives and tailored interventions have made a significant impact. Each semester Educational Advocates (EA) invite their students to complete an anonymous and optional survey to gauge where youth stand with regards to their educational, vocational, and personal confidence. Of the 38 youth receiving EA services, 32 students completed the survey resulting in the following responses shown in figure 3 and 4:

Figure 3. Confidence in Ability to Achieve Educational Goals

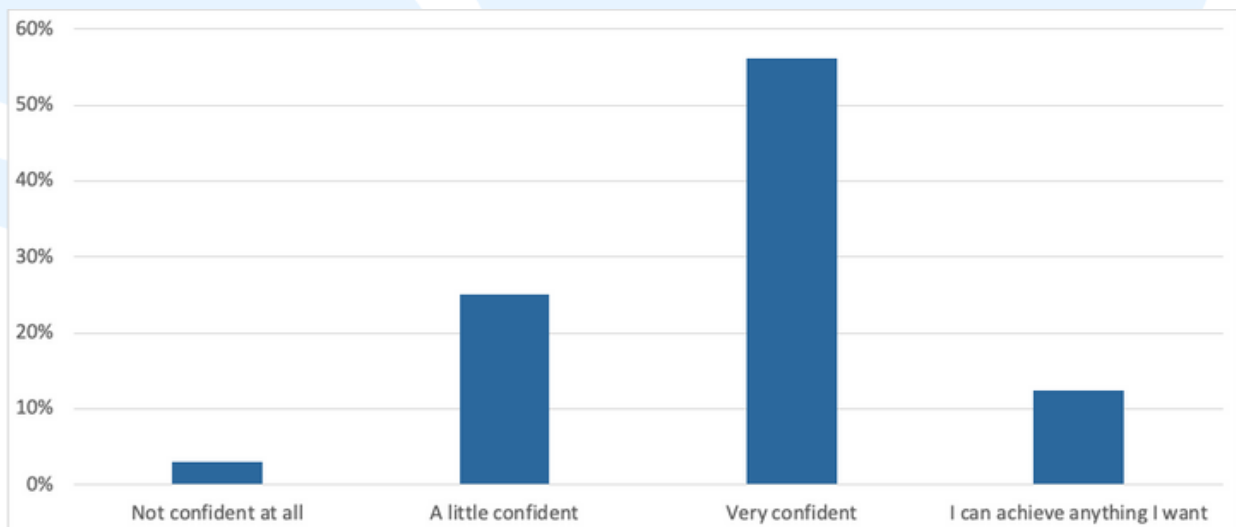
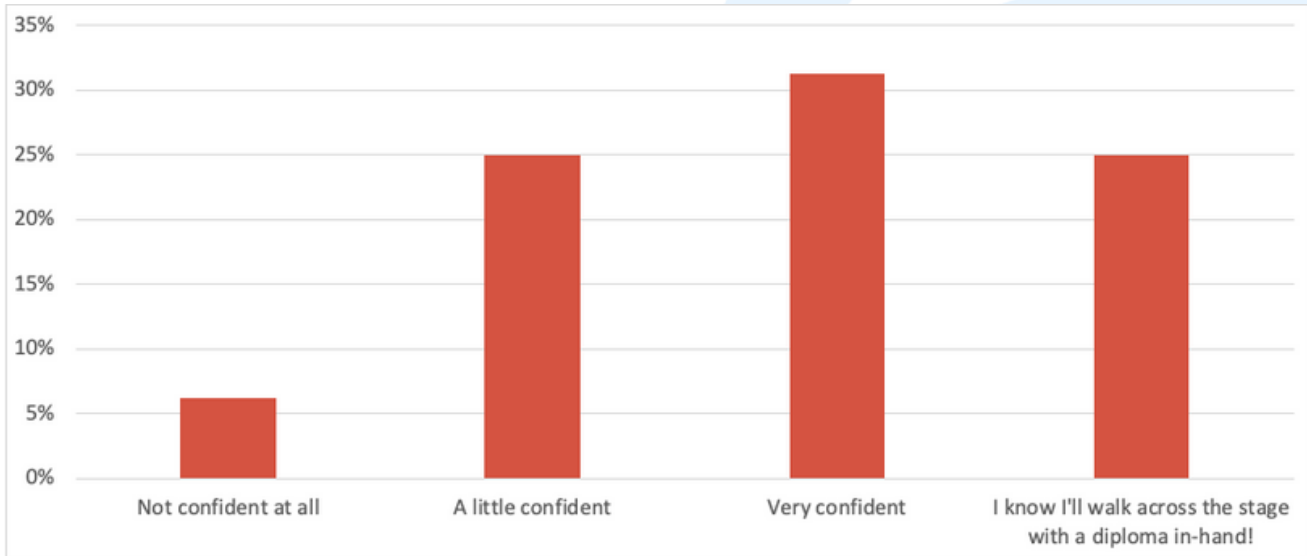


Figure 4. Confidence in Ability to Graduate With a Diploma In-Hand



The responses detailed above were accompanied by a survey question asking each student which educational figures in their lives they found to be an encouraging mentor that supported their educational confidence. Over 71% of students surveyed reported that a Boosted Diplomas staff member (tutor, EA, CCC) directly supported the growth of their educational confidence.

Regrettably, during the 2022-2023 school year, Boosted Diplomas administration and staff lacked a standardized process to empower all tutors to request survey completions from their students. Nonetheless, numerous tutors, while supporting their students, have shared remarkable stories highlighting their students' successes and notable improvements in confidence and understanding of the study material.

Goal 3: Increased Understanding of Material – Outcomes

In pursuit of our commitment to enhancing students' understanding of academic content, Boosted Diplomas tutors, educational advocates, and peer navigators all worked hand in hand to support our youth allowing us to achieve remarkable success during the 2022-2023 school year:

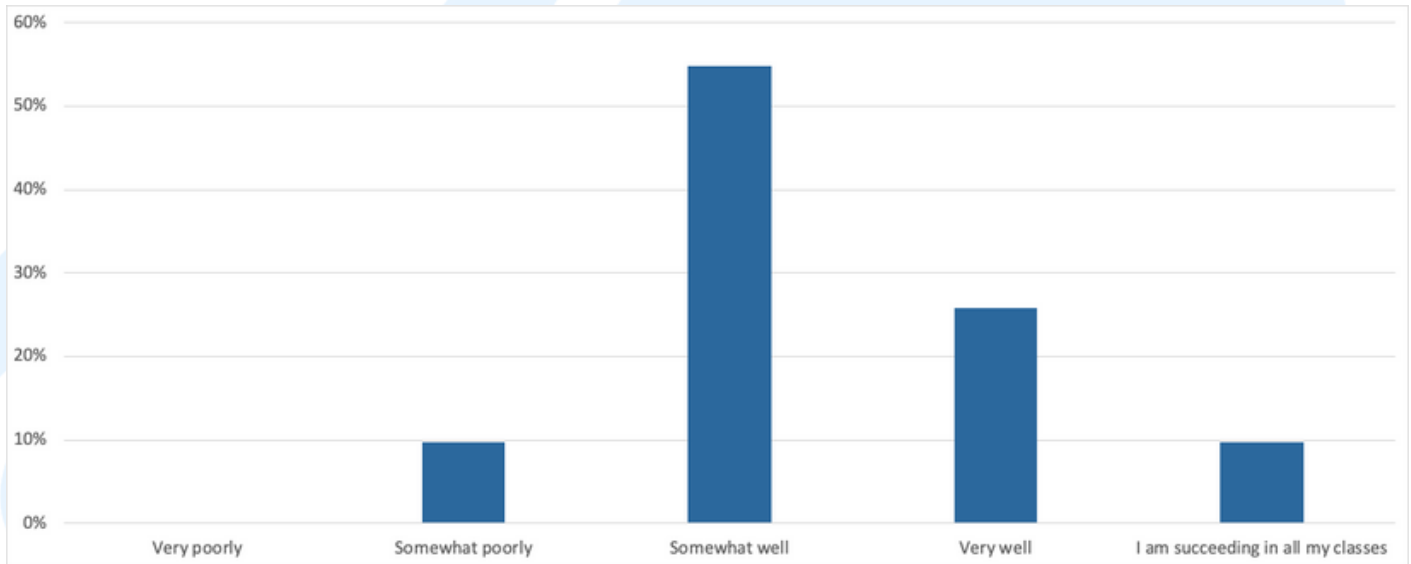
- **Academic Advocacy Impact:** Over 70% of students paired with Educational Advocacy services consistently maintained passing grades across all classes.
- **Significant Grade Improvement:** An impressive 53% of students experienced a substantial improvement of 2 letter grades or more under the guidance of our Educational Advocates.

- **Overcoming Academic Challenges:** More than 10% of students initially facing academic challenges and receiving failing grades in 2 or more of their courses completed the Spring semester successfully passing all of their classes.

In addition to these accomplishments, we are proud to report that our dedicated team provided tutoring services to 103 students, contributing nearly 1200 hours of completed sessions, and our EAs devoted over 500 hours of direct support to students on their caseload. All of this reinforcing our commitment to academic excellence and providing crucial support to students on their educational journey.

When students were asked in the same optional survey previously described, how they currently feel that they are understanding course material and how they're performing in their classes, they responded with the following results:

Figure 5. Perceived Educational Performance and Grasp of Academic Content



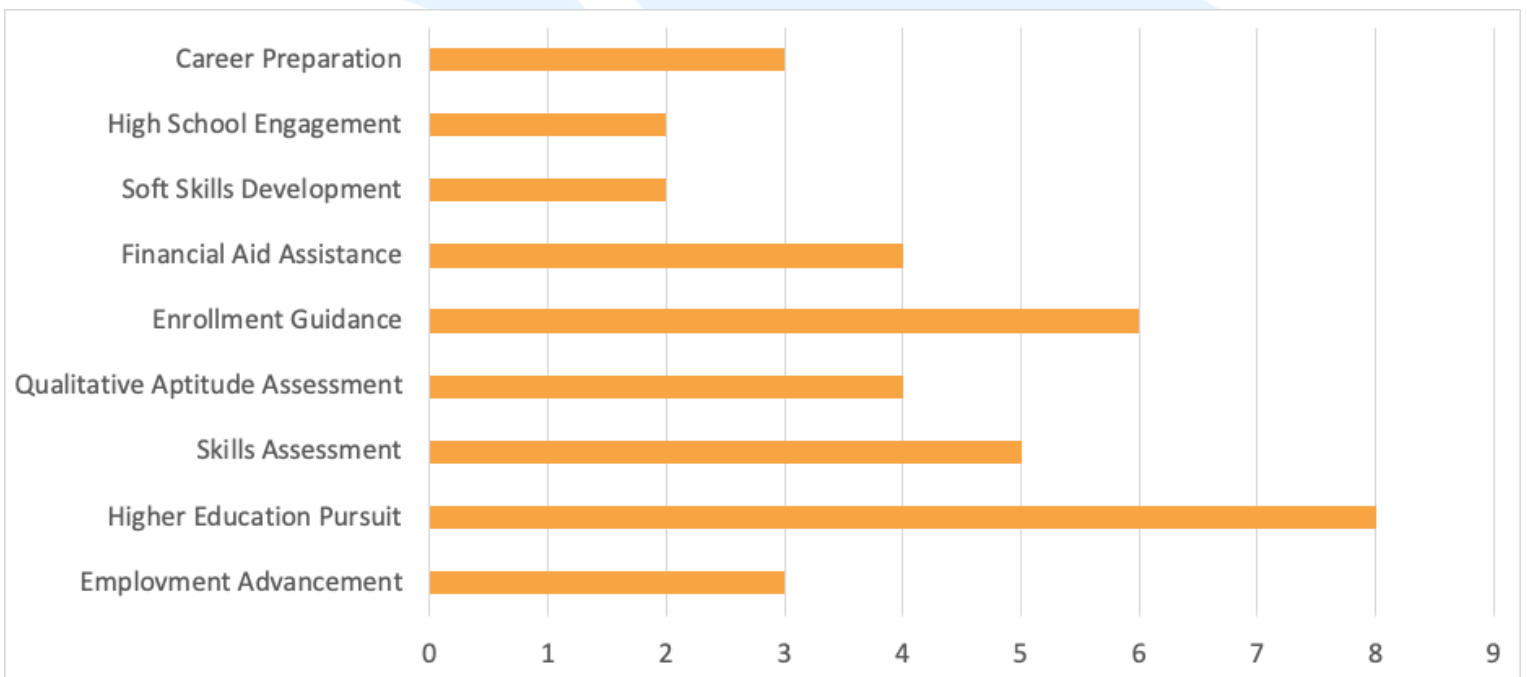
Goal 3: Employment & Higher Ed. Enrollment – Outcomes

In the 2022-23 school year, our college and career advocacy program played a pivotal role in the lives of 14 referred students. These referrals came from various sources including the WCHSA independent living unit, our own educational advocates, and local high school counselors. From this group, 12 students were found to be ready for our comprehensive college and career coaching (CCC) services, reflecting their readiness in maturity, education level, and essential life skills. For the two students not initially ready, our CCC provided targeted support

for soft skills development and readiness improvements, paving the way for future enrollment.

Throughout the year, our dedicated college and career coach worked individually with each student, delivering a suite of services tailored to their unique needs. This personalized approach yielded numerous accomplishments for our students, solidifying the impact of our program:

Figure 6. Number of Students Supported by Specific CCC Services



We are immensely proud of the impact our college and career coach has made, fostering growth not only in our programs but also in the lives of our youth. Witnessing the positive transformations has been truly heartwarming, reinforcing our commitment to nurturing the potential within each student we serve and supporting them to become a productive member of our community post-high school.

Challenges & Action Plans

Addressing Tutoring Effectiveness

Throughout the 2021-2022 school year and into the 2022-23 school year, Boosted Diplomas grappled with a challenge impacting the effectiveness of our tutoring services. Tutors frequently encountered scenarios where students claimed they

didn't require assistance or arrived unprepared, only to later discover significant academic struggles. This misalignment not only frustrated tutors, leading to unnecessary turnover, but also hampered our students' academic progress.

To rectify this issue and improve communication, we introduced the role of the Peer Navigator. This pivotal position granted staff access to students' academic records, enabling a more targeted and efficient approach to tutoring. The Peer Navigator played a crucial role in addressing the specific needs of students by liaising with tutors. They provided detailed insights into individual students' academic standings, highlighting areas that required additional support.

By having a comprehensive understanding of each student's academic challenges, tutors could tailor their sessions effectively. This proactive approach not only increased the efficiency of tutoring sessions but also fostered a more collaborative and supportive environment. Furthermore, the Peer Navigator extended their role beyond coordinating with tutors. They initiated communication with students' teachers, ensuring a holistic support network by gathering additional resources and fostering collaboration with school staff. This strategic adaptation significantly mitigated challenges, enhancing the overall impact of our tutoring program.

Addressing Educational Priorities in Foster Homes

One recurrent challenge faced by Boosted Diplomas revolves around garnering buy-in from foster parents and homes regarding the educational support required for the youth in their care. Often, education takes a backseat to other priorities like appointments and both physical and mental health.

Recognizing the vital need for educational support at home, we've learned that fostering a collaborative relationship with foster parents is essential for the holistic development of our youth.

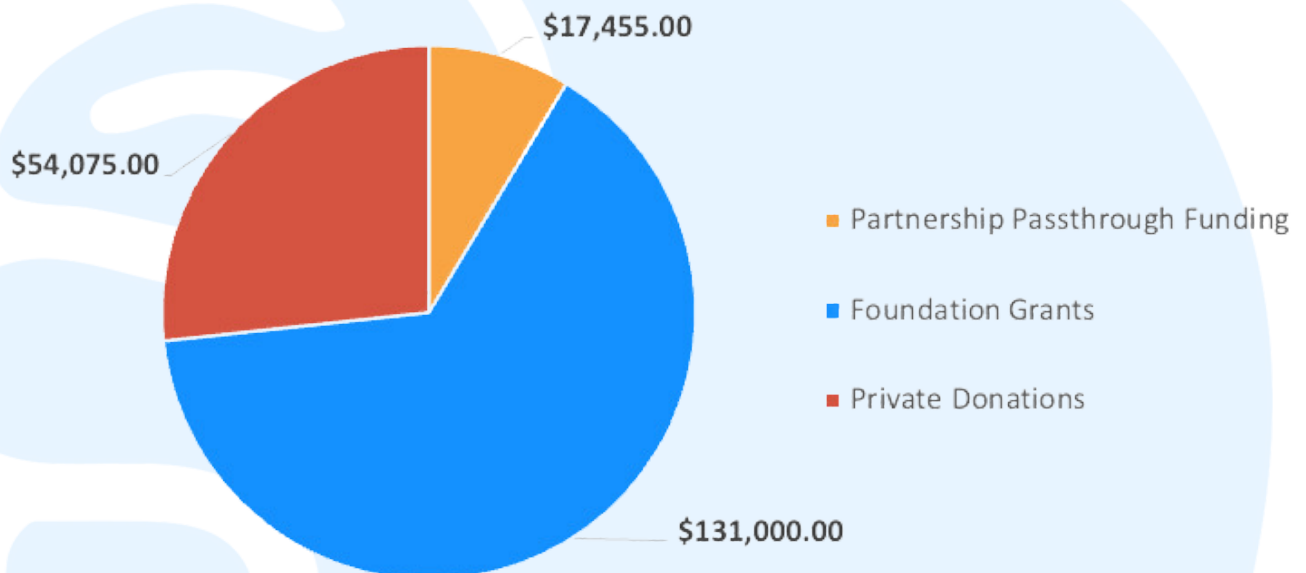
To tackle this issue head-on, Boosted Diplomas, in collaboration with Washoe County Human Services Agency (WCHSA) administration, is embarking on the creation of a foster parent training platform. This platform aims to educate parents, guardians, and other members of the student support team on the significance of prioritizing education and ensuring the availability of educational resources at home.

Anticipated to roll out in the 2023-24 school year, this training initiative will empower foster parents to actively contribute to the academic success of the youth under their care.

Funding Report 2022–2023 School Year (7/1/22–6/30/23)

Boosted Diplomas is immensely grateful for the robust support received during the 2022/23 school year. Our fundraising efforts successfully garnered a total of just over \$202,500, a testament to the generosity of our community and partners. We extend heartfelt gratitude to the Women's Giving Circle for their impactful grant, facilitated through the Community Foundation of Northern Nevada. The continued support of the Walter S. Johnson Foundation has been instrumental in sustaining our programming, and we express our sincere appreciation!

Figure 6. Income Breakdown During the 2022-23 School Year



A special thank you extends to our donors whose financial contributions and attendance at our fundraiser event at The Virgil in November 2022 significantly contributed to our success. This fundraising event and campaign alone raised over \$50,000, a remarkable achievement that underscores the shared commitment to empowering at-risk youth through education. Your support enables us to make a lasting impact, and we look forward to continued collaboration and growth in the coming year.

The budget vs. actual report for Boosted Diplomas over the 2022-23 school year can be reviewed on the following page. Despite unforeseen challenges, our Gross Profit remained robust. Strategic allocation of resources in various expense categories ensured operational efficiency. The Net Operating Income of \$9,400.98 reflects our financial and program stability, laying a foundation for continued growth and impact in the upcoming year. We express our gratitude to all supporters, donors, and partners who contributed to our financial success!

Figure 7. Budget vs. Actuals - Reporting on 2022-23 School Year Period

Booster Diplomas

Budget vs. Actuals: 2022 - 2023 School Year (7/1/22-6/30/23)

July 2022 - June 2023

	Jul - Sep, 2022		Oct - Dec, 2022		Jan - Mar, 2023		Apr - Jun, 2023		Total	
	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget
Income										
Advocate Income	8,959.80	10,000.00	8,495.80	10,000.00		0.00		0.00	17,455.60	20,000.00
Institutional Grants	131,000.00	130,000.00				2,500.00		0.00	131,000.00	132,500.00
Private Donations			41,780.55	50,000.00	11,545.35	5,000.00	750.00	10,000.00	54,075.90	65,000.00
Sales									0.00	0.00
Total Income	\$ 139,959.80	\$ 140,000.00	\$ 50,276.35	\$ 60,000.00	\$ 11,545.35	\$ 7,500.00	\$ 750.00	\$ 10,000.00	\$ 202,531.50	\$ 217,500.00
Gross Profit	\$ 139,959.80	\$ 140,000.00	\$ 50,276.35	\$ 60,000.00	\$ 11,545.35	\$ 7,500.00	\$ 750.00	\$ 10,000.00	\$ 202,531.50	\$ 217,500.00
Expenses										
Advertising & Marketing					330.00				330.00	0.00
Bank Charges & Fees	1.53								1.53	0.00
Cost Of Labor									0.00	0.00
Advocates	19,931.72	16,000.00	20,626.14	18,000.00	11,860.60	12,000.00	13,943.21	16,000.00	66,361.67	62,000.00
College and Career Coaches					1,750.00	4,000.00	9,625.00	12,000.00	11,375.00	16,000.00
Peer Navigators	115.00	0.00	0.00	0.00	256.50	1,000.00	297.62	1,200.00	669.12	2,200.00
Professional Development	975.00		325.47						1,300.47	0.00
Third Party Evaluation (Previous Year)			5,000.00	5,000.00					5,000.00	5,000.00
Travel Fee - E	38.76	150.00	379.32	500.00	388.56	500.00	9.36	500.00	816.00	1,650.00
Tutors	2,831.50	4,500.00	8,424.49	10,000.00	4,344.07	8,000.00	10,800.84	10,000.00	26,400.90	32,500.00
Total Cost Of Labor	\$ 23,891.98	\$ 20,650.00	\$ 34,755.42	\$ 33,500.00	\$ 18,599.73	\$ 25,500.00	\$ 34,676.03	\$ 39,700.00	\$ 111,923.16	\$ 119,350.00
Insurance			1,095.00	1,095.00		0.00		0.00	1,095.00	1,095.00
Job Supplies	50.99				31.39				82.38	0.00
Legal & Professional Services					195.00	195.00	195.00	195.00	390.00	390.00
Meals & Entertainment	58.56	100.00	73.80	100.00		100.00	16.61	100.00	148.97	400.00
Other Business Expenses		100.00	9.00	100.00	82.50	100.00		100.00	91.50	400.00
Payroll Expenses										
Taxes	1,433.77	1,600.00	1,059.23	1,600.00	1,474.61	1,600.00	3,793.98	1,600.00	7,761.59	6,400.00
Employee Wages	16,153.83	15,000.00	13,846.14	15,000.00	16,153.83	15,000.00	13,816.14	15,000.00	59,969.94	60,000.00
Total Payroll Expenses	\$ 17,587.60	\$ 16,600.00	\$ 14,905.37	\$ 16,600.00	\$ 17,628.44	\$ 16,600.00	\$ 17,610.12	\$ 16,600.00	\$ 67,731.53	\$ 66,400.00
Reimbursable Expenses	654.96	0.00	360.44	0.00		0.00		0.00	1,015.40	0.00
Scheduling	2,940.00	2,600.00	2,640.00	2,600.00	1,320.00	2,600.00	-2,640.00	2,600.00	4,260.00	10,400.00
Subscription Fees	718.97	800.00	1,182.62	800.00	2,545.05	500.00	1,614.41	800.00	6,061.05	2,900.00
Total Expenses	\$ 45,904.59	\$ 40,850.00	\$ 55,021.65	\$ 54,795.00	\$ 40,732.11	\$ 45,595.00	\$ 51,472.17	\$ 60,095.00	\$ 193,130.52	\$ 201,335.00
Net Operating Income	\$ 94,055.21	\$ 99,150.00	\$ 4,745.30	\$ 5,205.00	\$ 29,186.76	\$ 38,095.00	\$ 50,722.17	\$ 50,095.00	\$ 9,400.98	\$ 16,165.00
Net Income	\$ 94,055.21	\$ 99,150.00	\$ 4,745.30	\$ 5,205.00	\$ 29,186.76	\$ 38,095.00	\$ 50,722.17	\$ 50,095.00	\$ 9,400.98	\$ 16,165.00

Looking Ahead: Fostering Growth & Community Impact

As we reflect on the achievements, challenges, and transformative moments of the past year, our commitment to excellence in supporting foster and educationally at-risk youth remains unwavering. In the coming years, Boosted Diplomas envisions a future where our services continually evolve, providing proactive and tailored support to meet the unique needs of each student.

Enhanced Support: Our commitment extends to enhancing the overall support structure for our youth, not only through educational interventions but also by building a network of wrap-around services that address the diverse challenges they may encounter.

Community Outreach: In our pursuit of comprehensive care, we aim to expand our outreach to engage with various community stakeholders, forging partnerships that amplify our impact. Together, we can create an ecosystem where every young person receives the support needed for a brighter future.

Volunteer Expansion: Recognizing the importance of community involvement, Boosted Diplomas seeks to expand its volunteer base. By mobilizing more individuals to contribute their time and expertise, we strive to ensure the sustainability and growth of our vital programming.

To our dedicated supporters, stakeholders, committed staff, and invaluable community partners, we extend our heartfelt gratitude. Your unwavering support propels us forward, fueling the positive change we collectively bring to the lives of the youth we serve.

As we embark on this journey toward a more inclusive and supportive future, Boosted Diplomas remains steadfast in its mission to empower every student, one achievement at a time. Together, we can build a community where the potential of every young person is realized and celebrated. Thank you for being an integral part of our mission!

Glossary – Program Terms & Organizational Definitions

Understanding Our Services

Weekly Tutoring - Each student accepted into Boosted Diplomas' programs has the opportunity to be paired with an experienced tutor on a weekly basis. All tutors are either successful college students or recent college graduates who have not only excelled academically in the subjects they teach, but have shown tremendous previous tutoring experience and understanding of how to teach a varying degree of learning styles. Students may be paired with a tutor in-person between 1-3 hours per week depending on their level of need to ensure academic success.

Educational Advocacy - The foundation of Boosted Diplomas' program's success for high school students rests on their Educational Advocates (EAs). These staff members are basically the educational parent for each student that they otherwise wouldn't have in their lives. EA's take part in every educational aspect of their students ranging from child family team (CFT) meetings, court hearings, weekly review of grades & attendance, discussions with student's teachers, counselors, and school staff to remove as many educational barriers as possible, and much more. EAs then help determine which other Boosted Diplomas services may be necessary for the student such as tutoring, college and career coaching, or peer mentorship and ensure that each member of their student's team is always connected and up-to-date on all things educational so that everyone is progressing in the same direction.

College and Career Advocacy - Juniors and seniors in high school, and recent post high school students are paired with Boosted Diplomas' College and Career Coaches (CCC). CCC's meet with these students to explore their skills and interests to determine which post high school path is best for them which could range from post secondary education, vocational school, directly into the workforce, trade training, or military. No matter the path or combination of multiple, the CCA will support them to be as successful as possible by providing soft and hard skills to navigate the professional world after high school. If a higher education route is chosen, the student's CCC will guide them through applications, financial support, campus orientation, campus supports available to them, and much more all while staying in touch to support them throughout their first year of school ensuring a comfortable transition to the campus' available support teams.

Boosted Diplomas has connected with a wide range of community business partners who have agreed to work hand in hand with CCC's and their students to provide a

Glossary Continued

meaningful and supportive professional environment. If a vocational route is the path forward, not only will the CCC coach their youth on interview and professional soft skills, but they'll pair them with one of the community partners to provide a two-pronged approach to support the youth through any ups and downs that they may encounter and work together to keep the youth on track and successfully employed.

Peer Navigator - For students who are a bit behind, but do not need full EA support, a peer navigator (PN) will be paired **alongside** a tutor. This PN will check in with their students on a weekly basis to see how they're doing and to see if there are any educational barriers that they can help remove. Additionally, the PN has access to their student's current academic and attendance records and are able to compile any missing or poorly scored assignments, quizzes, and tests and hand off that information to the student's tutor. This two sided support system helps prevent missing assignments or misunderstood material to fall through the cracks to help keep students on track in class.

Understanding Our Population

Foster Youth - Foster youth that Boosted Diplomas accepts into their programming is any youth in Washoe County who currently is experiencing, or who has ever experienced foster care. All foster youth are referred to Boosted Diplomas programming directly through their case workers at the Washoe County Human Services Agency. Any student who ages out of foster care, is reunified with their biological family, or adopted by a family will continue to be eligible to receive Boosted Diplomas services.

At-Risk Youth - Boosted Diplomas deems a youth "at-risk" educationally based on the following circumstances:

- Financially At-Risk: If a youth is financially at-risk and is eligible for the Free and Reduced Lunch Plan (FRLP)
- Children In Transition to Homelessness (CIT): If a youth is transitioning into or out of homelessness
- Commercial Sexual Exploitation of Children (CSEC): If a youth in our community has ever experienced human trafficking or sexual exploitation
- Case-By-Case-Basis: There are some instances though few (<2%), in which a student may be referred and be accepted although they do not meet any of the above requirements. Our acceptance committee at the end of the day are human beings and may allow edge cases for referrals.